



# **Current Rate of Inflation & Union Contracts**

Hello, my name is Sylvia Roberts, I am a resident of Brampton, and I come here today with serious concerns about how inflation is going to impact Brampton's union contracts with CUPE, which are due to expire half way through this term of Council. As the City was working on its housing affordability stuff, I became curious, do City of Brampton wages pay enough to afford to live in the City of Brampton?

October Average Listed Rent by City and Unit for Condo and Apartment Listings											
RANK	CITY	TOTAL	Average Rent				TOTAL	% Change Y/Y			
			Studio	1 Bed	2 Bed	3 Bed		Studio	1 Bed	2 Bed	3 Bed
1	Burnaby	\$2,726	\$1,838	\$2,356	\$3,016	\$3,398	29.7%	6.5%	29.0%	24.8%	N/A
2	Brampton	\$2,406	\$1,425	\$2,101	\$2,579	\$2,926	28.9%	7.5%	26.7%	31.0%	33.5%
3	Toronto	\$2,820	\$1,904	\$2,502	\$3,353	\$4,170	26.8%	22.0%	23.5%	24.0%	31.8%
4	London	\$2,016	\$1,254	\$1,821	\$2,178	\$2,444	26.2%	12.6%	34.3%	33.4%	12.1%
5	Kitchener	\$2,169	\$1,527	\$1,920	\$2,381	\$2,483	24.2%	29.0%	20.9%	30.3%	29.9%
6	North York	\$2,421	\$1,803	\$2,120	\$2,611	\$2,991	24.2%	20.5%	22.9%	23.2%	25.2%
7	Surrey	\$2,279	\$1,562	\$1,885	\$2,525	\$2,477	22.0%	15.7%	17.5%	22.3%	16.6%
8	Etobicoke	\$2,490	\$1,895	\$2,214	\$2,822	\$2,828	21.3%	21.1%	22.7%	20.8%	13.8%
9	Halifax	\$2,104	\$1,733	\$1,819	\$2,146	\$2,696	21.3%	26.2%	12.3%	15.6%	N/A
10	Oshawa	\$1,916	\$1,448	\$1,782	\$2,060	\$2,484	19.8%	14.1%	22.1%	19.0%	8.9%
11	Burlington	\$2,436	N/A	\$2,167	\$2,557	\$2,758	18.5%	N/A	19.5%	18.3%	18.1%
12	Mississauga	\$2,420	\$1,891	\$2,133	\$2,533	\$2,974	18.5%	22.7%	15.4%	15.6%	18.1%

The answer is no, housing prices in Brampton have become catastrophic, for October 2022, the average listed rent for a one bedroom in Brampton reached \$2,100, by the 30% of income to be spent on housing, this means you would need to make \$84,000 for that to be affordable. It isn't just rents that are an issue, food prices have also been a major issue, inflation overall has been ripping. While the CUPE 831 contracts were negotiated with 2% raises assuming 2% inflation targets, since 2019, the average rate of inflation has been 4%

Source: <https://rentals.ca/national-rent-report> (November Report)

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SCHEDULE "1A"  
OUTSIDE UNIT CUPE LOCAL #831

GRADE / POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2022 to March 31, 2023	
					Hourly Rate	Hourly Rate Annualized
	Maintenance Handyperson	SWT506	Public Works & Engineering	Parks Maintenance & Forestry	\$32.19	\$66,955.20
	Mechanic B, Small Engine	SCS205	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$32.19	\$66,955.20
GRADE 14 651-680	Building Maint Operator	SMS009	Community Services	Facilities Operations & Maintenance	\$32.66	\$67,932.80
	Gardener II, District	SCS107	Public Works & Engineering	Parks Maintenance & Forestry	\$32.66	\$67,932.80
	Mechanic "B"	SWT492	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$32.66	\$67,932.80
	Truck Driver, Traffic	SWT140	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$32.66	\$67,932.80
	Welder/Fabricator-Fleet	SWT265	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$32.66	\$67,932.80
GRADE 15 681-710	Cemetery Operator	SCS025	Public Works & Engineering	Parks Maintenance & Forestry	\$33.13	\$68,910.40
	Landscaper, Construction	SCS236	Public Works & Engineering	Parks Maintenance & Forestry	\$33.13	\$68,910.40
	Maintenance Handyperson	SCS214	Community Services	Recreation	\$33.13	\$68,910.40
	Maintenance Person	SWT258	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$33.13	\$68,910.40
	Operator B	SWT196	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$33.13	\$68,910.40
	Parkskeeper IV, District	SCS148	Public Works & Engineering	Parks Maintenance & Forestry	\$33.13	\$68,910.40
GRADE 16 711-740	Animal Control Officer	SCS146	Community Services	Animal Services	\$33.61	\$69,908.80
	Arborist I	SCS162	Public Works & Engineering	Parks Maintenance & Forestry	\$33.61	\$69,908.80
	Operator A	SWT197	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$33.61	\$69,908.80
	Pesticide Specialist	SCS170	Public Works & Engineering	Parks Maintenance & Forestry	\$33.61	\$69,908.80
	Sign Maker	SWT093	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$33.61	\$69,908.80
GRADE 17 741-770	Gardener III	SCS298	Public Works & Engineering	Parks Maintenance & Forestry	\$34.08	\$70,886.40
	Inspector, Forestry	SCS440	Public Works & Engineering	Parks Maintenance & Forestry	\$34.08	\$70,886.40
	Mechanic A	SWT080	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$34.08	\$70,886.40
	Parkskeeper V, District	SCS063	Public Works & Engineering	Parks Maintenance & Forestry	\$34.08	\$70,886.40
GRADE 18 771-800	Arborist II	SCS164	Public Works & Engineering	Parks Maintenance & Forestry	\$34.52	\$71,801.60

Let us take a look at the Outside bargaining wage table, this is the high end of that table for the present wages, as you can see the highest paid position on schedule 1A makes \$71,800, this is \$12k short of that \$84k number to afford a one bedroom apartment.

**SCHEDULE "2A"**  
**OFFICE: UNIT CUPE LOCAL #831**

GRADE / POINTS	TITLE	JOB CODE	DEPARTMENT	DIVISION	April 1, 2022 to March 31, 2023				Hourly Rate Annualized*
					First 6 Months	Second 6 Months	Third 6 Months	Job Rate	
501-530	Administrator, Payroll	IFN438	Corporate Services	Finance	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Associate, Customer Service	IMS383	Community Services	Service Brampton	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Associate, Payroll & Pension	IFN479	Corporate Services	Finance	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Cashier I	IFN071	Community Services	Service Brampton	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Clerk I, Revenue Services	IFN076	Corporate Services	Finance	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Clerk, Assessment	IFN228	Corporate Services	Finance	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Clerk, PCA Collection	IFN294	Corporate Services	Finance	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Clerk, Facility	ICS088	Community Services	Recreation	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Clerk, Info Mgmt	IMS227	Office of the CAO	City Clerk	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Clerk, Permit Application	IPB062	Planning & Development Services	Building	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Licence Inspector	ICP141	Corporate Services	Enforcement & Bylaw Services	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Purchasing Administrative Assistant	IFN459	Corporate Services	Purchasing	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Senior Bookkeeper, Comm Serv	ICS091	Community Services	Recreation	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
	Senior Clerk, Accounts Payable	IFN036	Corporate Services	Finance	\$29.33	\$31.02	\$32.77	\$34.49	\$62,771.80
Grade 9A 501-530	Clerk II, Maint & Ops	IWT456	Public Works & Engineering	Roads Maintenance & Operations	\$29.33	\$31.02	\$32.77	\$34.49	\$71,739.20
GRADE 10 531-560	Clerk, Addressing & Records	IPB022	Planning & Development Services	Building	\$30.14	\$31.91	\$33.68	\$35.46	\$64,537.20
	Clerk, Development Finance	IFN451	Corporate Services	Finance	\$30.14	\$31.91	\$33.68	\$35.46	\$64,537.20
	Vehicle Inspection Officer	IWT505	Corporate Services	Licensing	\$30.14	\$31.91	\$33.68	\$35.46	\$64,537.20
	Clerk, Plant & Traffic Outside Services	IWT537	Public Works & Engineering	Roads Maintenance & Operations	\$30.14	\$31.91	\$33.68	\$35.46	\$64,537.20
	Clerk, Capital Works	IWT532	Public Works & Engineering	Capital Works	\$30.14	\$31.91	\$33.68	\$35.46	\$64,537.20
	Clerk, Environmental and Development Eng	IWT530	Public Works & Engineering	Environment & Development Eng	\$30.14	\$31.91	\$33.68	\$35.46	\$64,537.20
	Clerk, Roads Maintenance Operations & Fleet	IWT536	Public Works & Engineering	Roads Maintenance & Operations	\$30.14	\$31.91	\$33.68	\$35.46	\$64,537.20
	Clerk, Recording Building	IPB218	Planning & Development Services	Building	\$30.14	\$31.91	\$33.68	\$35.46	\$64,537.20
GRADE 10A 531-560	Clerk, Cemetery	ICS226	Public Works & Engineering	Parks Maintenance & Forestry	\$30.14	\$31.91	\$33.68	\$35.46	\$73,756.80
	Data Entry Clerk, Parks	ICS064	Public Works & Engineering	Parks Maintenance & Forestry	\$30.14	\$31.91	\$33.68	\$35.46	\$73,756.80
	Clerk, Fleet & Traffic Outside Services	IWT538	Public Works & Engineering	Roads Maintenance & Operations	\$30.14	\$31.91	\$33.68	\$35.46	\$73,756.80
GRADE 11 561-590	Clerk, Lottery Licensing	ICP449	Office of the CAO	City Clerk	\$30.91	\$32.73	\$34.55	\$36.38	\$66,211.60
	Collector, Property Tax	IFN074	Corporate Services	Finance	\$30.91	\$32.73	\$34.55	\$36.38	\$66,211.60
	Coordinator, Legislative	IMS251	Office of the CAO	City Clerk	\$30.91	\$32.73	\$34.55	\$36.38	\$66,211.60
GRADE 11A 561-590	Senior Business Clerk, Parks	ICS159	Public Works & Engineering	Parks Maintenance & Forestry	\$30.91	\$32.73	\$34.55	\$36.38	\$75,670.40
	Clerk, Training & Admin	IWT418	Public Works & Engineering	Roads Min-Operations & Fleet	\$30.91	\$32.73	\$34.55	\$36.38	\$75,670.40
GRADE 12 591-620	Court & Client Representative	IMS495	Office of the CAO	City Clerk	\$31.73	\$33.61	\$35.47	\$37.32	\$67,922.40
GRADE 13 621-650									
	Bilingual Court & Client Representative	IMS496	Office of the CAO	City Clerk	\$32.53	\$34.43	\$36.36	\$38.27	\$69,651.40
GRADE 14 651-680									
					\$33.32	\$35.30	\$37.25	\$39.21	\$71,362.20

Note: Annualized salary is for information purposes only.\*

Okay, but what about the office jobs, here is schedule 2A, the highest paid named position is short \$14k a year, and remember, this is pretax money

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**SCHEDULE "1C"**  
**OUT OF SCHEDULE RATES**  
**OUTSIDE UNIT CUPE LOCAL #831**

April 1, 2022 to March 31, 2023

					<b>April 1, 2022 to March 31, 2023 (2.0%)</b>	
<b>GRADE / POINTS</b>	<b>TITLE</b>	<b>JOB CODE</b>	<b>DEPARTMENT</b>	<b>DIVISION</b>	<b>Hourly Rate</b>	<b>Hourly Rate Annualized*</b>
<b>GRADE 11</b>						
561 - 590	Municipal Law Enf. Officer	SCP127	Corporate Services	Enforce & By-Law Srvc	\$35.16	\$73,132.80
<b>GRADE 14</b>						
651-680	Mechanic "B"	SWT080	Public Works & Engineering	Roads Maintenance & Operations	\$38.27	\$79,601.60
<b>GRADE 17</b>						
741-770	Mechanic "A"	SWT080	Public Works & Engineering	Roads Maintenance & Operations	\$40.27	\$83,761.60

**SCHEDULE "2C"**  
**OUT OF SCHEDULE RATES**  
**OFFICE UNIT CUPE LOCAL #831**

April 1, 2022 to March 31, 2023

					<b>April 1, 2022 to March 31, 2023 (2.0%)</b>	
<b>GRADE / POINTS</b>	<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>DEPARTMENT</b>	<b>DIVISION</b>	<b>Hourly</b>	<b>Annualized *</b>
<b>GRADE 9</b>						
501 - 530	Inspector, License	ICP141		Enforce & By-Law Srvc	\$45.80	\$83,356.00
<b>GRADE 11</b>						
561 - 590	Coordinator, Legislative	IMS251		Council & Admin	\$45.83	\$83,410.60

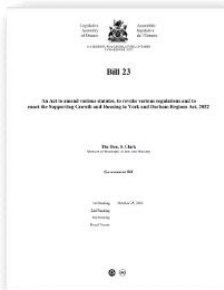
Now let's take a look at the Schedule Cs, as you can see, again no one makes enough to afford that apartment, close, but no cigar at the high end.

**FOR GRADE 6 TO GRADE 15 - THE DURATION OF THE FIRST STEP IS 12 MONTHS AND THE SECOND STEP IS 12 MONTHS**

<b>GRADE 6</b> 501-530	Associate, Digital Planning	PCS489	Community Services	Recreation	\$35.69	\$37.58	\$39.55	\$71,981.00
	Associate, Digital Planning	PWT540	Public Works & Engineering	Public Works & Engineering	\$35.69	\$37.58	\$39.55	\$71,981.00
	Analyst, Traffic Parking	PWT331	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$35.69	\$37.58	\$39.55	\$71,981.00
	Specialist, Production & Digital Media	PBD444	Office of the CAO	Strategic Communications	\$35.69	\$37.58	\$39.55	\$71,981.00
	Graphic Designer	PBD361	Office of the CAO	Strategic Communications	\$35.69	\$37.58	\$39.55	\$71,981.00
	Group Leader, Rental Agreements	PCS403	Community Services	Recreation & Culture	\$35.69	\$37.58	\$39.55	\$71,981.00
	Specialist, Client Support	PMS229	Corporate Services	Digital Innovation and Information Technology	\$35.69	\$37.58	\$39.55	\$71,981.00
	Team Lead, Call Centre	PMS384	Community Services	Service Brampton	\$35.69	\$37.58	\$39.55	\$71,981.00
	Technician, GIS	PPB460	Corporate Services	Digital Innovation and Information Technology	\$35.69	\$37.58	\$39.55	\$71,981.00
	Technician, Int Engineering	PWT276	Public Works & Engineering	Capital Works	\$35.69	\$37.58	\$39.55	\$71,981.00
	Technologist I, Traffic Op	PWT133	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$35.69	\$37.58	\$39.55	\$71,981.00
	Traffic Parking Analyst	PWT331	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$35.69	\$37.58	\$39.55	\$71,981.00
<b>GRADE 6A</b> 501-530	Inspector, Operations Maint	PWT368	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$35.69	\$37.58	\$39.55	\$82,264.00
	Technician, Fleet	PWT186	Public Works & Engineering	Roads Mtn- Operations & Fleet	\$35.69	\$37.58	\$39.55	\$82,264.00
<b>GRADE 7</b> 531-560	Analyst, Parks Business	PCS529	Public Works & Engineering	Parks Maintenance & Forestry	\$37.65	\$39.61	\$41.71	\$75,912.20
	Analyst, Recreation Planning	PCS497	Community Services	Recreation	\$37.65	\$39.61	\$41.71	\$75,912.20
	Accountant	PWT365	Corporate Services	Finance	\$37.65	\$39.61	\$41.71	\$75,912.20
	Administrator, System	PWT428	Corporate Services	Digital Innovation and Information Technology	\$37.65	\$39.61	\$41.71	\$75,912.20
	Analyst, Construction Project	PMS481	Community Services	Building Design & Construction	\$37.65	\$39.61	\$41.71	\$75,912.20
	IMS Business Analyst	PWT357	Corporate Services	Digital Innovation and Information Technology	\$37.65	\$39.61	\$41.71	\$75,912.20
	Records Coordinator	PWT323	Office of the CAO	City Clerk	\$37.65	\$39.61	\$41.71	\$75,912.20
	Facility Scheduler, Sport Brampton	PCS371	Community Services	Recreation	\$37.65	\$39.61	\$41.71	\$75,912.20
	Group Leader, Court Admin	PMS429	Office of the CAO	City Clerk	\$37.65	\$39.61	\$41.71	\$75,912.20
	Officer, Accessible Enforcement	PCP474	Corporate Services	Enforcement & Bylaw Services	\$37.65	\$39.61	\$41.71	\$75,912.20
	Planner, Assistant Development	PPB307	Planning & Development Services	Development Services	\$37.65	\$39.61	\$41.71	\$75,912.20

In order to come anywhere close to the housing target set by the Ford government, you are going to need to hire a lot of new planning staff, so let's take a look at what they make.

This is from Schedule 1A from the professional and technical bargaining unit from April 2022 to March 2023. As you can see, an Assistant Development Planner does not make enough to rent a one bedroom apartment or rental condo. Let that sink in, a job which you will need to hire a significant number of, and generally has a four year degree cannot afford a typical one bedroom apartment in Brampton.



### October 25, 2022: Bill 23, More Homes Built Faster Act, 2022

- ❖ Amends the Planning Act, the Development Charges Act and other acts.
- ❖ The stated intention to streamline housing development and increase housing supply.
- ❖ Bill 23 assigns to Brampton a target of 113,000 new units by 2031.
  - This number exceeds the City's entire growth allocation for the next 30 years
  - Adds approximately 400,000 new residents to Brampton within nine years.

Currently there are approximately 9,000 units in Brampton and 20,000 units in Mississauga that, despite having received all approvals, are not yet under construction.

Thinking that well, if they want more wages, you'll just hire less people? Well, we have a huge number of people coming to Brampton really soon, if you don't hire enough people, expect work quality to severely suffer, and also people seeking employment elsewhere, potentially leading to a collapse in municipal services



## Key takeaways

- CUPE 831 contracts end in early 2024
- All units have seen significant real pay cuts due to inflation
- Housing costs are through the roof, so many new City employees can't afford to rent their own unit above ground.
- Significant increases in staff needed
- Expect CUPE to ask to restore wages back before inflation struck

Start raising money for higher staffing costs in the 2023 Budget

If you fail to plan for these increased staffing costs now, they will blow up in your face before the election. Legal will undoubtedly urge you to save any discussion on this for in camera, on the basis of "labour relations or employee negotiations", that would be a reasonable suggestion.